

Message Text

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C O N F I D E N T I A L NAPLES 369

E.O. 11652: GDS

TAGS: ELAB, IT

SUBJECT: STRIKE AT TEXAS INSTRUMENTS/AVERSA

1. SUMMARY - MANAGING DIRECTOR NARDULLI AND PERSONNEL DIRECTOR IZZO OF TEXAS INSTRUMENTS/AVERSA CALLED YESTERDAY EVENING TO INFORM US OF A SERIOUS LABOR DISPUTE BETWEEN THE FEDERAZIONE METALMECCANICI AND THE COMPANY WHICH HAS EFFECTIVELY STOPPED PRODUCTION AT THE COMPANY'S PLANT NEAR HERE AND WHICH COULD RESULT IN A COMPLETE SUSPENSION OF OPERATIONS WITH THE CONSEQUENT DIRECT LOSS OF 1200 JOBS IN THE PROVINCE OF CASERTA. END SUMMARY
2. A BREAK-DOWN IN ROUTINE NEGOTIATIONS BETWEEN THE FEDERAZIONE METALMECCANICI AND TEXAS INSTRUMENTS/AVERSA HAS LED TO A SERIES OF CAREFULLY ARTICULATED STRIKES WHICH HAVE EFFECTIVELY HALTED

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PRODUCTION AT THE TEXAS INSTRUMENTS PLANT AT AVERSA (CE) THOUGH WORKERS ARE STILL REPORTING TO WORK. THE CURRENT ROUND OF NEGOTIATIONS BEGAN 10 JANUARY 77 AND WAS PROCEEDING SMOOTHLY ENOUGH UNTIL THE ITALIAN GOVERNMENT'S DECREE 15 OF 7 FEBRUARY MOOTED THE MAIN ISSUE, WHICH HAD BEEN SALARY LEVELS. AT THAT POINT THE METALMECCANICI RETURNED WITH A SERIES OF DEMANDS RELATING TO CO-MANAGEMENT, APPARENTLY ALONG THE MODELS OF EXISTING AGREEMENTS IN WEST GERMANY AND GREAT BRITAIN. THESE DEMANDS WOULD GIVE
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THE UNION A DIRECT SAY IN TEXAS INSTRUMENTS CAPITAL INVESTMENT POLICIES AND ORGANIZATION CONTROL OF THE 17 PRODUCTION DEPARTMENTS AT THE PLANT, INCLUDING THE SETTING OF PRODUCTION LEVELS AND THE DETERMINATION OF THE NUMBER OF WORKERS NECESSARY IN ANY DEPARTMENT. THESE DEMANDS WERE UNACCEPTABLE TO TEXAS INSTRUMENTS MANAGEMENT WHO DID AGREE, HOWEVER, TO DISCUSS THEM AS PART OF THE "GLOBAL" PACKAGE. THE METALMECCANICI INSISTED THAT THE CO-MANAGEMENT ISSUE

BE RESOLVED BEFORE THE TALKS COULD GO ON. AT THIS POINT THE NEGOTIATIONS BROKE DOWN.

3. ACCORDING TO MANAGING DIRECTOR NARDULLI, THE LOCAL TEXAS INSTRUMENTS MANAGEMENT, WITH FIRM SUPPORT FROM THE AMERICAN HOME OFFICE, IS TAKING A VERY HARD LINE ON THE CO-MANAGEMENT ISSUE

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AND WILL PURSUE IT TO THE POINT OF SUSPENDING ALL MANUFACTURING ACTIVITIES AT THE PLANT, THOUGH, NATURALLY IT HOPES NOT TO HAVE TO. TEXAS INSTRUMENTS EMPLOY 1200 PEOPLE AT THE AVERSA PLANT AND THE LOSS OF THOSE JOBS WOULD BE A VERY SEVERE BLOW TO THE LOCAL ECONOMY. TEXAS INSTRUMENTS HAS ASKED FOR THE INTERCESSION OF THE PREFECT OF CASERTA, WHO IS INVESTIGATING, SPEAKING TO BOTH SIDES AND ATTEMPTING TO MEDIATE. UNFORTUNATELY FOR TEXAS INSTRUMENTS, THESE EVENTS HAVE COINCIDED WITH A NATIONAL MEETING OF THHE FEDERAZIONE METALMECCANICI AT FLORENCE, WHICH HAS FIRMLY ENDORSED THIS TYPE OF BARGAINING DEMAND WHILE CONDEMNING THE EFFECTS OF THE GOVERNMENT'S 7 FEBRUARY DECREE. THE FEAR IS THAT ISSUE MAY GROW FROM A BARGAINING POINT TO A QUESTION OF PRINCIPLE AND MAKE A SOLUTION IMPOSSIBLE. NARDULLI IS HOPEFUL QUESTION CAN BE RESOLVED AT PROVINCIAL LEVEL BUT WOULD NOT BE SURPRISED TO SEE IT REACH MINISTRY OF LABOR. WE WILL WATCH DEVELOPMENTS CLOSELY. CUMMINGS

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